

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
14-CA-187916	November 9, 2016

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer King's Management Co., Inc., a McDonald's Franchisee, and McDonald's USA, LLC, Joint Employers		b. Tel. No. (913)321-0547
		c. Cell No.
d. Address (street, city, state ZIP code) 812 Minnesota Ave, Kansas City, KS 66101-2609	e. Employer Representative (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Kansas City, KS
i. Type of Establishment (factory, nursing home, hotel) Restaurant	j. Principal Product or Service Fast Food	k. Number of workers at dispute location 75
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Within the past six months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by, including but not limited to, reducing (b) (6), (b) (7)(C) hours and creating a hostile work environment.</p>		

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	Tel. No.
By: (b) (6), (b) (7)(C) (signature) making charge)	Office, if any, Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	Fax No.
Address (b) (6), (b) (7)(C)	e-Mail (b) (6), (b) (7)(C)
Date: 11/9/2016	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

Inquiry Id: (b) (6), (b) (7)(C)

Name: King's Management Co., Inc., a McDonald's Franchisee, and McDonald's USA, LLC, Joint Employers

Dispute City: Kansas City

Dispute State: KS

Date: November 9, 2016

(b) (6), (b) (7)(C) visited office. Works at the Kings Management McDonald's at 8th and Minnesota in KCK. Alleges retaliation for making a complaint to human resources about a hostile work environment. (b) (5), (b) (6), (b) (7)(C)

. I explained our jurisdiction (b) (5), (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Address Line 1: (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) Address Line 2: City: (b) (6), (b) (7)(C) State: (b) (6), (b) (7)(C) Zip: (b) (6), (b) (7)(C) Country:
UNITED STATES Telephone #: Ext #: Mobile Phone #: (b) (6), (b) (7)(C) Main Fax #:
Email (b) (6), (b) (7)(C)

Case Name: King's Management Co., Inc., a McDonald's Franchisee, and McDonald's USA, LLC, Joint Employers
Case No.: 14-CA-187916
Agent: LeMaster

CASEHANDLING LOG

[illegible]



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 17
8600 Farley St Ste 100
Overland Park, KS 66212-4677

Agency Website: www.nlrb.gov
Telephone: (913)967-3000
Fax: (913)967-3010



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November 10, 2016

(b) (6), (b) (7)(C)

King's Management Co., Inc., a McDonald's Franchisee
812 Minnesota Ave
Kansas City, KS 66101-2609

McDonald's USA LLC
One McDonald's Plaza
Oak Brook, IL 60523

Re: King's Management Co., Inc., a McDonald's Franchisee,
and McDonald's USA, LLC, Joint Employers
Case 14-CA-187916

Dear **(b) (6), (b) (7)(C)**

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney WILLIAM LEMASTER (William.LeMaster@nlrb.gov), whose telephone number is (913)275-6524. If this Board agent is not available, you may contact Supervisory Field Attorney SUSAN A. WADE-WILHOIT whose telephone number is (913)275-6527.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete

November 10, 2016

cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

MARY J TOBEY
Acting Regional Director



By:

MARY G. TAVES
Officer in Charge

MJT:rmc

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

Revised 3/21/2011

NATIONAL LABOR RELATIONS BOARD

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

14-CA-187916

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. **Did you begin operations within the last 12 months?** If yes, specify date: _____**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**KING'S MANAGEMENT CO., INC., A
MCDONALD'S FRANCHISEE, AND
MCDONALD'S USA, LLC, JOINT EMPLOYERS**

Charged Party

and

(b) (6), (b) (7)(C)

Charging Party

Case 14-CA-187916

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on November 10, 2016, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

King's Management Co., Inc., a McDonald's
Franchisee
812 Minnesota Ave
Kansas City, KS 66101-2609

McDonald's USA LLC
One McDonald's Plaza
Oak Brook, IL 60523

November 10, 2016

Date

Regina Creason, Designated Agent of NLRB

Name

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 17
8600 Farley St Ste 100
Overland Park, KS 66212-4677

Agency Website: www.nlrb.gov
Telephone: (913)967-3000
Fax: (913)967-3010



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November 10, 2016

(b) (6), (b) (7)(C)

Re: King's Management Co., Inc., a McDonald's
Franchisee, and McDonald's USA, LLC,
Joint Employers
Case 14-CA-187916

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on November 09, 2016 has been docketed as case number 14-CA-187916. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney WILLIAM LEMASTER (William.LeMaster@nlrb.gov), whose telephone number is (913)275-6524. If this Board agent is not available, you may contact Supervisory Field Attorney SUSAN A. WADE-WILHOIT whose telephone number is (913)275-6527.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

November 10, 2016

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

MARY J. TOBEY
Acting Regional Director

A handwritten signature in black ink that reads "Mary G. Taves". The signature is written in a cursive, flowing style.

By:

MARY G. TAVES
Officer in Charge

MJT:rmc
Enclosure

Last Day I made a call to HR because
of being sent home (b) (6), (b) (7)(C) after 20
hours of work. For no reason the
(b) (6), (b) (7)(C) spit in trash can up front
what was asked was when I reported was
is there a witness and they said (b) (6), (b) (7)(C) has a
smart mouth. In other words now I have be-
come a problem know they're try to make a
negative report on me. Now I can't keep
meat up. We low on meat I don't want
wash dish was (b) (6), (b) (7)(C) I never didn't do
anything that was asked of me. (b) (6), (b) (7)(C) said
somebody need to wash the dish.
(b) (6), (b) (7)(C) didn't not give me a work directive.

I was on the grill cooking. Then the
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) start last into the night
talk about that I was who (b) (6), (b) (7)(C) want to wash
and not (b) (6), (b) (7)(C) that was free and went and
wash them was me.

So I have never refused to do any
work give me by (b) (6), (b) (7)(C) of the work
department.

Then

(b) (6), (b) (7)(C)

King's Management Company, Inc.
5800 Foxridge Dr Ste 408
Mission, KS 66202

Phone: 913-281-9800
Fax: 913-281-1080

(b) (6), (b) (7)(C)

SSN: (b) (6), (b) (7)(C)
Department: (b) (6), (b) (7)(C)

Check date: (b) (6), (b) (7)(C) 1/6 Check #: 10377
Period begin: (b) (6), (b) (7)(C) 1/6 Period end: (b) (6), (b) (7)(C) 1/6

Regular				Overtime			Total		Pay Amounts		Deductions		Deductions	
Wages	Rate	Hours	Amount	Rate	Hours	Amount	Hours	Amount	Year to Date		Amount		Year to Date	
Regular	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		FICA-SS		(b) (6), (b) (7)(C)	
Other Wages											FICA-MED			
Vacation-Reg.											FIT			
											Kansas SIT			
Totals	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Withholding Allowances

Accrual benefits Used this check Available

Federal

State

(b) (6), (b) (7)(C)

Direct Deposit Account #

Net Check
Direct Deposit
Total Pay

(b) (6), (b) (7)(C)

King's Management Company, Inc.
5800 Foxridge Dr Ste 408
Mission, KS 66202

Phone: 913-281-9800
Fax: 913-281-1080

(b) (6), (b) (7)(C)

SSN: (b) (6), (b) (7)(C)
Department: (b) (6), (b) (7)(C)

Check date: (b) (6), (b) (7)(C) 1/6 Check #: 9655
Period begin: (b) (6), (b) (7)(C) 1/6 Period end: (b) (6), (b) (7)(C) 1/6

Regular				Overtime			Total		Pay Amounts		Deductions		Deductions	
Wages	Rate	Hours	Amount	Rate	Hours	Amount	Hours	Amount	Year to Date		Amount		Year to Date	
Regular	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		FICA-SS	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
Other Wages											FICA-MED			
Vacation-Reg.											FIT			
											Kansas SIT			
Totals	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

Withholding Allowances

Accrual benefits Used this check Available

Federal

State

(b) (6), (b) (7)(C)

Direct Deposit Account #

Net Check
Direct Deposit
Total Pay

(b) (6), (b) (7)(C)

From: [Wade-Wilhoit, Susan A.](#)
To: [LeMaster, William](#); [Wade-Wilhoit, Susan A.](#); [Taves, Mary G.](#); [Clemoens, Karen E.](#); [Carson, Wilma](#)
Subject: King's Management Co., Inc., a McDonald's Franchisee, and McDonald's USA, LLC, Joint Employers; 14-CA-187916
Date: Wednesday, November 23, 2016 9:58:05 AM
Attachments: [image004.jpg](#)
[image005.png](#)

On today's date FA LeMaster and SFA Wade-Wilhoit subagendaed the above case. The subagenda panel determined that the charge, which alleges that CP's hours were reduced and (b) (6) was subjected to a hostile work environment on account of (b) (6) protected, concerted activities in violation of Section 8(a)(1) of the Act should (b) (5) (b) (5), (b) (6), (b) (7)(C)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



Susan A. Wade-Wilhoit
Supervisory Field Attorney
NLRB, Subregion 17
8600 Farley Street, Suite 100
Overland Park, Kansas 66212
913.275.6527 - Phone
202.674.5313 - Cell
913.967.3010 - Fax
susan.wade-wilhoit@nrlb.gov

MEMORANDUM

TO: File

DATE: December 14, 2016

RE: King's Management Co., Inc., a McDonald's Franchisee, and McDonald's USA, LLC,
Joint Employers
Case 14-CA-187916

FROM: WILLIAM LEMASTER, FIELD ATTORNEY

CONVERSATION WITH (b) (6), (b) (7)(C)

PC to (b) (6), (b) (7)(C) (b) (5), (b) (6), (b) (7)(C) (b) (5), (b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 17
8600 Farley St Ste 100
Overland Park, KS 66212-4677

Agency Website: www.nlr.gov
Telephone: (913)967-3000
Fax: (913)967-3010

December 14, 2016

Jeffrey M. Place, Attorney At Law
Littler Mendelson, P.C.
1201 Walnut St., Ste. 1450
Kansas City, MO 64106-2272

Doreen S. Davis, Esquire
Jones Day
250 Vesey Street
New York, NY 10281

Michael Ferrell, ESQ.
Jones Day
77 West Wacker Drive-Suite 3500
Chicago, IL 60601

Elizabeth Winiarski, ESQ.
Jones Day
77 West Wacker Drive-Suite 3500
Chicago, IL 60601

Re: King's Management Co., Inc., a
McDonald's Franchisee, and McDonald's
USA, LLC, Joint Employers
Case 14-CA-187916

Dear Mr. Place, Ms. Davis, Mr. Ferrell, Ms. Winiarski:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

King's Management Co., Inc., a McDonald's - 2 -
Franchisee, and McDonald's USA, LLC,
Joint Employers
Case 14-CA-187916

December 14, 2016

Very truly yours,

LEONARD J. PEREZ
Acting Regional Director

By: */s/ Mary G. Taves*

MARY G. TAVES
Officer in Charge

LJP:kec

cc:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

King's Management Co., Inc., a
McDonald's Franchisee, and McDonald's
USA, LLC, Joint Employers
812 Minnesota Ave
Kansas City, KS 66101-2609

McDonald's USA LLC
One McDonald's Plaza
Oak Brook, IL 60523